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ABSTRACT

This paper describes a study which examined interactive relationships between a personality variable (need for approval) and a situational variable (incentive for achievement) as determinants of transgression in temptation situations. Hypotheses were formulated that need for approval would correlate differentially with transgression when individuals were offered a self-gratifying, material incentive versus an altruistic, praiseworthy one. Subjects were 34 girls and 24 boys from seventh-grade classes. The Marlowe-Crowne Social Desirability Scale was administered to assess need for approval. Transgression was assessed with a shooting gallery game, programmed to produce a fixed score when all rules were followed. Each subject participated in two successive temptation situations under constrasting incentive conditions (presented in differing sequence for two subject groups): (1) the subject's achievement of a certain score earned a prize for himself; (2) the subject's score earned a prize for another child. Findings indicated that need for approval is differentially related to transgression behavior, i.e., as a function of the incentive for achievement. Individuals with higher need for approval tended to transgress more when the incentive was altruistic or praiseworthy; individuals with lower need for approval tended to transgress more when the incentive was self-gratifying or personally materialistic. (Author/BF)

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EFFECTS OF THE APPROVAL MOTIVE UPON RESISTANCE TO TEMPTATION UNDER CONTRASTING INCENTIVE CONDITIONS

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The analyses presented in this paper are based upon data collected for a master's thesis submitted to the University of Wisconsin (Flack, 1968). All three authors were affiliated with the University of Wisconsin at the time the data were collected.

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(abstract)

The study examined interactive relationships between a personality variable (need for approval) and a situational variable (incentive for achievement) as determinants of transgression in temptation situations. Hypotheses were formulated that need for approval would correlate differentially with transgression when individuals are offered a self-gratifying, material incentive versus an altruistic, praiseworthy incentive. The study also examined questions concerning consistency and change as individuals encounter contrasting incentives in successive temptation situations.

Subjects were 34 girls and 24 boys from seventh grade classes. The Marlowe-Crowne Social Desirability Scale (MC-SD) was administered to assess need for approval. Transgression was assessed with a shooting gallery game programmed to produce a fixed score when all rules were followed. Each subject participated in two successive temptation situations, referred to henceforth as Occasion 1 and 2. In one experimental group subjects were first assigned to Self-Prize (SP_1) then to the Other-Prize (OP_2) condition. The order of incentives was reversed for the other experimental group (OP_1-SP_2). Subjects in the SP situation were told they would be given a choice of prizes for a score of 25 points or higher. Subjects in the OP situation were instructed to pick the name of a child from another school who would be given a prize if the subject earned a score of 25 points or higher.

The correlation of Need for Approval with Transgression was negative in the SP_1 condition ($p<.05$), and positive ($p<.10$) in the OP_1 condition. The F-test for parallelism showed the slopes of the regression equations (Need for Approval with Occasion 1 Transgression) were significantly different for the two experimental conditions. The interaction between Need for Approval and Incentive Condition accounted for about 11% of the variance in transgression in the initial situation (Occasion 1). Comparisons of behavior in the first and second situations revealed proactive effects of the first situation upon behavior in the second, in that most subjects behaved consistently, even when the incentives were reversed. There was, nevertheless, some evidence of an increase in the frequency of transgression from the OP_1 to the SP_2 condition, and increase in the extent of transgresssion from both SP_1 and OP_1 to OP_2 and SP_2, respectively.

The findings indicate that need for approval is differentially related to transgression behavior, i.e., as a function of the incentive for achievement. Individuals with higher need for approval tend to transgress more when the incentive is altruistic or praiseworthy; individuals with lower need for approval tend to transgress more when the incentive is self-gratifying or personally materialistic. The results were also interpreted as providing support for interactional analyses of personality and situational variables.

Effects of the Approval Motive Upon Resistance to Temptation Under Contrasting Incentive Conditions

Edward A. Nelsen, Robin Lasky Flack,
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A half-century ago Hartshorne and May's classic studies of moral character and behavior (1928) raised the issue as to whether honesty was determined more by personality traits or by environmental situations. Their data led them to the conclusion that situational variables were of greater importance than were character traits. Investigators with contrasting viewpoints (e.g., Brogden, 1940), however, concluded from their own data that personality and other traits were fundamental determinants of moral behavior. Debate concerning the relative importance of situational and personality variables persisted until recently, when several investigators (e.g., Burton, 1963; Nelsen, Grinder, and Mutterer, 1969b) showed that neither personality traits nor situations, separately, account for more than a fraction of the total variance among behavioral measures of honesty. Conceptual and methodological advances have also confuted the logic of simply contrasting traits versus situations as determinants of behavior. For example, critics of both trait models and situationist models of personality (e.g., Bowers, 1973; Endler and Magnusson, 1976) have convincingly argued that behavioral variance should be analyzed in terms of interactions among personality traits and situations, as well as the separate contributions of these types of variables. This position is supported by Nelsen et al. (1969b) who indicate that between zero and 60% of the variance in behavioral measures of honesty may be attributable to person by situation interaction.

The recognition that both personality and situational variables interactively determine behavior emphasizes the need to know more about <u>which</u> particular variables are relevant and to understand <u>how</u> they interact. A recent factor analytic

study (Nelsen, Grinder, and Biaggio, 1969a), for example, examined relationships of personality variables with measures of resistance to temptation in six situations. The study suggested that among the various situational variables which may interact with personality traits, the type of incentive condition was of particular importance, especially for males. The study examined incentive variables such as tangible versus intangible rewards, public versus private recognition, and material versus symbolic rewards.

What personality traits, then, are likely to interact with incentive variables in temptation situations? One might expect that need for approval would be one such variable. Children with high need for approval might be particularly susceptible to temptation when approval is offered as an incentive. This is because the occurrence of transgression is affected by the motive (need for approval) mainly when the person perceives that his transgression will produce the desired reward.

This study examines, therefore, the hypotheses that (a) persons low in need for approval will be influenced to transgress when offered a self-gratifying incentive, i.e., a prize that would benefit themselves only; and (b) persons high in need for approval will be influenced to transgress more by an altruistic incentive situation, i.e., to win a prize that would apparently benefit another person. This study also considers two related questions concerning personality traits and situations: (c) to what extent is behavior in an initial temptation situation consistent with that in a second situation when the incentives for transgression are reversed; and (d) to what extent does behavior change from the first to the second when the incentives are reversed?

Method

Subjects

Subjects for the experiment were 34 girls and 24 boys selected from three seventh grade classes of a school in a large midwestern city. The socio-economic and ethnic backgrounds of the students varied considerably. Fourteen of the children were Puerto Rican, seven were Negro, three were Italian, and the others were native Caucasian. Pupils ranged in age from 11 to 15 years, the average age being 13.

Measures

1. The ray-gun game. Subjects operated a "ray-gun" shooting gallery individually in a realistic game situation. Subjects were asked to shoot the ray-gun pistol 15 times at a rotating rocket. With each pull of the ray-gun trigger, pre-programmed scores from zero to five were registered by the score lights, also housed in the target box. Scores of 25 or more were rewarded with a prize. Subjects cumulated their scores on a paper score sheet with a pen. They were judged to have resisted temptation if the scores recorded on their score sheet agreed with the pre-programmed scores for the prescribed number of shots. They were judged to have yielded to temptation if their score sheet showed that they falsified their scores in order to win a prize (Grinder 1961).
2. The Marlowe-Crowne Social Desirability MC-SD Scale (Crowne & Marlowe, 1964). The original MC-SD scale contains 33 questions, but Item 1, which asked about investigating candidates' qualifications before voting, and Item 27, which asked about checking the safety of their car before trips, were ommitted because they were deemed inappropriate

for seventh-graders. Thus, 31 items were used in determining the M-C scores of the subjects.

Procedure

The subjects were randomly assigned to two experimental groups. In both experimental conditions subjects participated twice in a temptation situation, after completing the M-C scale several days before the temptation task. One of the experimental groups contained 28 subjects, the other 30.

Subjects were first introduced to the female experimenter (E), the second author of this study, in their classrooms. Teachers had been informed to give full cooperation to the experimenter. In introducing herself to the students, the E stated that she was from the University, which was developing new tests and questionnaires for different purposes. The students would be helping in the projects.

Administration of the MC-SD Scale. Today, the E explained, she would be handing out an "opinion" questionnaire, and the following week she would be meeting with each student individually for about twenty minutes to give a test being developed for a physical fitness program. Students would even have a chance to win a prize. Instructions for the questionnaire were given as follows:

> As part of one of the research programs at the University, we want to know just what opinions you have about different things. The questionnaire which I will now hand out to you will give us a chance to find this out, so I would like each of you to answer each question just as you feel about it. This is not a test, since there are no right or wrong answers. Your questionnaire will be kept completely confidential. I am the only one who will see it. If an item on the questionnaire is true, or mostly true for you, circle true; if an item is false for you, circle false.

Administration of the Ray-gun Game. Each subject was told by the E that taking part in this test was voluntary and that he or she could be seen some other time if he or she was busy. All subjects took part willingly. A room was set up nearby with the ray-gun game equipment. After the E was seated in front of the game and the subject was seated next to it, she said:

> Another project that the University is working on is a test which may someday be used in a physical fitness program in schools across the country. It will then be given to all school children to see if they are keeping physically fit. Then, by comparing how different children do on these tests, they can see which children may need more exercise. This test is called a visual-motor coordination test. It checks your eyesight and hand and arm coordination by how accurately you can sight and shoot at a moving target. Right now not many seventh graders have taken this test, so we're not sure what scores people of your age would get. That is why we would like you and your classmates to take this test.

The E then explained how the game was to be played, and while demonstrating, showed the subject how to use the score sheet. Then the subject was allowed several preliminary shots and further practice in scoring.

As previously stated, experimental subjects were divided into two conditions, and in each they played the ray-gun game twice. In Condition SP_1-OP_2, subjects played the game first to win a prize for themselves (self-prize), and next to win a prize for an unknown anonymous, same-sex peer (other-prize). In Condition OP_1-SP_2 the order of incentives was reversed.

Instructions for the self-prize game were as follows:

> Since I have found already that a score of 25 points or more on this test is very good for a seventh grader, I am giving one of these prizes to you or any of your classmates who earns at least 25 points. [The child was shown a number-scramble puzzle, and a football bookcover.] You must earn your score by taking exactly 15 shots and no more, though. Remember, take only 15 shots--the same number that is printed on your official score sheet.

Instructions for the other-prize game were as follows:

> I would like you to help me with a problem, if you can. You see, I was supposed to go to another school this week to have the seventh-graders there take this test, too, and I told all of them that they would have a chance to win a prize. But I've spent more time at your school than I thought I would, and now I won't be able to keep my promise to them, since I have no more time left. I've thought of a way that I might be able to give at least some of them a prize, though, but I'll need your help. Do you think you would like to? Good. Let me explain what I've done then. In this box are the names of all those seventh-graders. First you pick out one of the names. Then you take the test, and if you get 25 points or more by taking your 15 shots, you will earn one of these prizes for that person. (Subject then picked a name from a box with names of same-sexed persons.) All right, fine. You will be playing this game for____.

In each case, just before the subject had begun playing the ray-gun game, the E would explain that she had work that she had to do in her room across the hall. The subject was told to come to her room with the score sheet after taking 15 shots. The E then reminded him or her to take only 15 shots, and left the room, closing the door behind her. She walked across the hall and went into her room, closing the door loudly behind her. After the subject had finished playing the second game and turned in the score sheet, he or she was asked by the E to fill out another questionnaire, which was unrelated to the purpose of the study in this report.

Methodological Issues

The experimental design of the study was of the AB, BA form. The experimental treatment involved repeated measures of transgression under contrasting incentive conditions, with the sequence of incentives reversed for the two experimental groups. The design also included a covariate, i.e., the Approval Motive (MC-SD) Scale which comprised the premeasure.

This experimental design is complex and presents certain interpretive difficulties. First, since the temptation task was repeated within each experimental condition, the second transgression score may have been influenced by the experience in previous temptation situation. It is important to con-

sider the extent of correlation between the first and second transgression scores whenever the Occasion 2 Scores are considered, e.g., when comparing changes in Transgression between the first and second occasions. Second, the between groups comparison of the Occasion 2 scores (SP_2 vs OP_2) is problematical because the incentive effects on Occasion 2 are confounded with the contrasting incentives and behavior experienced on Occasion 1. Therefore, statistical tests of this contrast have not been computed. Nevertheless, the design did allow for other non-confounded analyses and comparisons: (a) between group comparison of Occasion 1 scores (SP_1 vs OP_1), (b) within groups comparisons between Occasion 1 and Occasion 2 scores (SP_1 vs SP_2 and OP_1 vs OP_2) and (c) comparisons of the effects of the covariate.

Third, analyses of the data were complicated by contrasting scaling procedures. Dichotomous scales, for example, treat performance in terms of resist-transgress categories, while interval scales further describe the extent of transgression in terms of the number of units beyond the criterion for transgression. Since the two types of scales may reflect different underlying processes (see Nelsen et al, 1969b), and since neither type of scale is clearly advantageous, both types of scales were employed in this study.

Results

Preliminary analyses were carried out to test for possible sex differences and their effects upon the statistical tests. No sex differences or effects were revealed, and consequently, data for the sexes were pooled in all subsequent statistical analyses.

Table 1 presents the frequencies and percentages for the dichotomous (resist-transgress) scales in the two experimental conditions. The table shows that on Occasion 1 (comparing SP_1 vs OP_1) 43% of the subjects transgressed for the self-prize, while 27% transgressed to win a prize for another child. The X^2

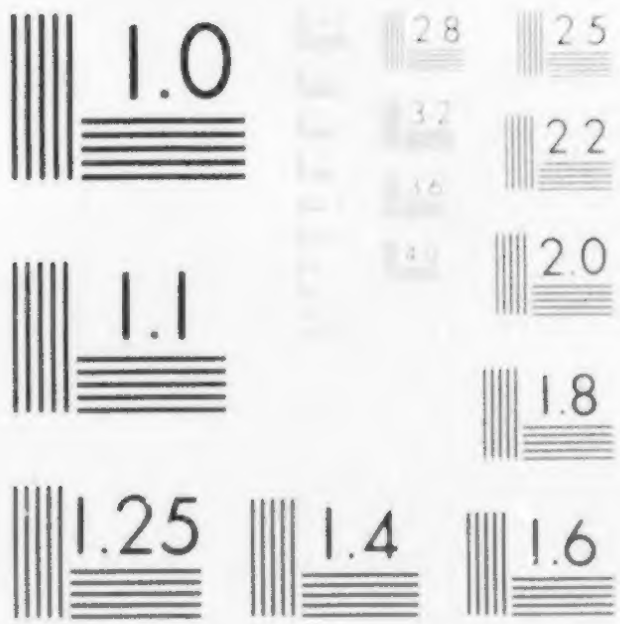
test for independence revealed that these resist-transgress proportions were not significantly different for the two experimental conditions. The data in the table also allow for analysis of sequence effects through comparison of the transgression frequencies on Occasion 1 vs Occasion 2 within each experimental condition (i.e., SP_1 vs OP_2 and OP_1 vs SP_2). This comparison revealed, first, little change in the proportion of transgression from Occasion 1 to Occasion 2 in the SP_1-OP_2 condition. The X^2 test (McNemar, 1955) for response changes in correlated proportions indicate that the proportion of transgressors did not differ significantly between the SP_1 and OP_2 condition. Within the OP_1-SP_2 condition, however, the X^2 test revealed a higher proportion of transgression responses in the second occasion i.e., when subjects were offered the chance to win a prize for themselves after the opportunity to win for the other person.

Table 2 depicts the patterns of resistance and transgression within the two experimental conditions. These data describe the frequencies and percentages of subjects in each condition who resisted on both occasions, who transgressed on both occasions, and who resisted on one occasion and transgressed on the other. The figure reveals a high degree of consistency within the SP_1-OP_2 condition in that only one subject transgressed on one occasion (SP_1) and resisted on the other (OP_2). No one who resisted in SP_1 also transgressed in OP_2. Thus 96% of the sample behaved consistently with respect to the resist-transgress alternatives on the two occasions. A lesser degree of consistency was revealed within the OP_1-SP_2 condition, although 74% of the subjects did behave similarly in the two conditions. The balance (27%) of the subjects behaved inconsistently, that is, they resisted in OP_1 and transgressed in SP_2. No one who transgressed in OP_1 subsequently resisted in SP_2.

The analyses presented in Tables 1 and 2 describe the data in terms of

dichotomous scales. All subsequent tables present data based on interval scales, although Table 5 will also compare statistics based on each type of scale. Table 3 presents the means and standard deviations for the Approval Motive (MC-SD) and for the Occasion 1 and Occasion 2 Transgression scores. The means for the Transgression scores describe the extent of transgression on the two occasions separately for each experimental condition. Table 4 presents ANOVA F-tests for comparing the Transgression means, F-tests for parallelism of slopes for predicting Transgression scores from MC-SD scores in the two conditions, and ANCOVA F-tests for the adjusted means. The test for parallelism of slopes was applied to determine whether the relationship of need for approval and transgression is significantly different in the two conditions. This test, applied to the Occasion 1 Transgression scores (SP_1 vs OP_1) is essential to evaluation of hypotheses (a) and (b) which led to predictions that the relationships would differ in the two conditions. Applied to Occasion 1 versus Occasion 2 Transgression scores (SP_1 vs SP_2 and OP_1 vs OP_2) the test evaluates whether the relationship of need for approval with transgression is uniform when the incentive is identical, but in a contrasting sequence. It should be noted that the test for nonparallelism should precede the test for adjusted means. If the test for nonparallelism is significant, it is inappropriate to compare the transgression means with adjustments for the covariate (need for approval).

The data in Table 4 indicate that the average extent of transgression on Occasion 1 did not differ significantly for the two incentive conditions (SP_1 vs OP_1), but the relationship of MC-SD scores with Transgression scores did differ significantly in the two conditions, as indicated by the nonparallelism of the slopes in the two conditions. Figure 1 and Table 5 further describe these relationships in the two experimental conditions. These data indicate that need


1.0
1.1
1.25
1.4
1.6
1.8
2.0
2.2
2.5
2.8
3.2

for approval was negatively related with transgression in the SP_1 condition, and positively related in the OP_1 condition.

Comparison of the SP_1 vs SP_2 transgression scores (Tables 3 and 4) does not reveal significant differences between the means, slopes, or adjusted means. With respect to the OP_1 vs OP_2 comparisons, however, the slopes of the MC-SD with the transgression scores differ significantly for the two OP conditions. Figure 2 and Table 5 show that the relationship was positive in OP_1 and negative in OP_2.

The test for sequence effects (Table 4, last section) reveals significant increases in the extent of transgression from Occasion 1 to Occasion 2. The test for the Occasions X Conditions Interaction indicates that the amount of the increase does not differ significantly between the experimental conditions, although there is a tendency for Occasion 2 scores to increase more in the OP_1-SP_2 condition ($p=.15$). It will also be recalled from Table 1 that there was a greater proportion of transgression on Occasion 2 in the OP_1-SP_2 condition.

Table 5 describes relationships among the Approval Motive (MC-SD) scores and the Transgression Scores on the two occasions within each experimental condition. Product moment correlations (r) were employed for the interval scales and biserial (r_b) and tetrachoric (r_t) correlations were employed for the dichotomous transgression scales. Approval Motive correlated (r and r_b) positively with Transgression for both Occasions in the SP_1-OP_2 condition. The correlations of Approval Motive with Occasion 1 Transgression were negative within the OP_1-SP_2 condition, but only the r_b was statistically significant. The Approval Motive scores were not correlated significantly with Occasion 2 Transgression for either the dichotomous or the interval scores. It is noteworthy that the biserial correlations for the SP_1, OP_2 and OP_1 conditions were all substantially higher than the corresponding product-moment correlations involving the interval scores.

Table 5 also reveals high correlations between the Occasion 1 and Occasion 2 Transgression Scores in both experimental conditions for both dichotomous and interval scales.

Table 6 presents the results of a regression analysis of the Occasion 1 Transgression Scores. This analysis encompases the same results as do Tables 3, 4, and 5 but Table 6 facilitates comparisons of the relative contributions of the situational variable (Incentive Conditions), the personality variable (Approval Motive), and the Incentive X Approval Motive Interaction. The table shows that neither the personality variable or the situational variable accounted for a significant proportion of the variance in the Transgression measure, but the Incentive X Approval Motive Interaction accounted for more than 10% of the total variation. About 87% of the variation was unexplained, i.e., error.

Discussion

The study was designed to investigate relationships between extent of need for approval and temptation behavior under two contrasting incentive conditions, one when the incentive benefits a person him or her self, and the other when it benefits another person. The results of the experiment support the hypotheses that (a) persons with low need for approval will transgress to a greater extent when offered a tangible incentive that benefits themselves only and (b) persons with high need for approval will transgress to a greater extent in an altruistic incentive situation, i.e., presumably to earn praise through transgression. Support for these hypotheses stems from the evidence that need for approval correlates negatively with transgression in the self-prize condition and positively in the other-prize condition. However, the results indicate that the hypothesized relationships hold only in the initial (Occasion 1) situation. The evidence strongly indicates that behavior induced in an immediately preceding temptation

situation, whether it be resist or transgress, may be proactive in relation to the effect of another subsequent incentive condition.

The data indicate, too, that behavior in a temptation situation provides a highly reliable basis for predicting immediately subsequent temptation behavior. In the SP_1-OP_2 condition transgression behavior instigated by the initial incentive (prize for self) tended to be repeated even when the incentives were shifted to a prize for another, even for the low need-approval persons. Most children behaved consistently in the OP_1-SP_2 condition also, but 27% who resisted transgression in OP_1 transgressed in SP_2.

Another facet of the temporal-sequential effects was the finding that despite the high degree of behavioral consistency in the two situations, the extent of transgression (based on interval scores) increased, on the average, from the first to the second temptation occasion. In the OP_1-SP_2 condition, but not in the SP_1-OP_2 condition, the frequency of transgression increased (based on dichotomous scores).

The importance of separate analyses for the dichotomous versus interval scaling procedures was also confirmed by the data. Table 5 directly compares results with the two types of scales. These data show that among the correlations that were statistically significant, the relationships were stronger for the dichotomous scales than for the interval scales. The lower product moment correlations with the interval scores may indicate that variables that operate to produce different degrees of transgression (beyond the transgression criterion) may be different than the variables that operate to differentiate between resisting and transgressing. For example, a high degree of transgression may be based on lack of awareness or concern about detection, whereas a low transgression score may result from a strategy based on recognition that (a) the prize could be obtained with a minimum score, (b) the amount or nature of the prize would not be

enhanced by a higher score (c) risk of detection might be increased by extensive transgression. Perhaps degree of need for approval differentiates aspects of moral character relative to resistance and transgression more than it differentiates among degrees of transgression. Further research will be needed to determine whether this interpretation is correct, but in any case the differential magnitudes of the results for the two scaling procedures demonstrate the advantages of the dual analyses in providing a clearer picture of the consistency and variation of transgression behavior.

In conclusion, the results of the study indicate that the relationship of need for approval with honesty in temptation situations depends upon the nature of the incentive for transgression. If the incentive for transgression is a desired, material object, person with high need for approval tend to conform to the rules and resist temptation. On the other hand, if the incentive consists of the opportunity for an altruistic, apparently praiseworthy action, then persons with high need for approval tend to disobey the rules and transgress. These relationships are dependent upon temporal and sequential variables, too, in that behavior elicited in an initial situation tends to proactively influence behavior in a subsequent situation, i.e., once a pattern of resisting or transgressing is established, the behavior is usually repeated, even when the incentives were reversed.

At a more general level, the results of this study provide support for interactional analyses of personality and situational variables that affect resistance to temptation. The results indicated clearly that neither the personality nor the situational variable alone accounted for significant variance in the extent of transgression, but jointly the two variables accounted for more than 10% of the variance. Accordingly, these data convincingly support the contention (Nelsen, 1977) that the reliability of specific behavioral predictions from personality scales can be markedly improved if the personality scales are analyzed and applied in relation to specified situational variables.

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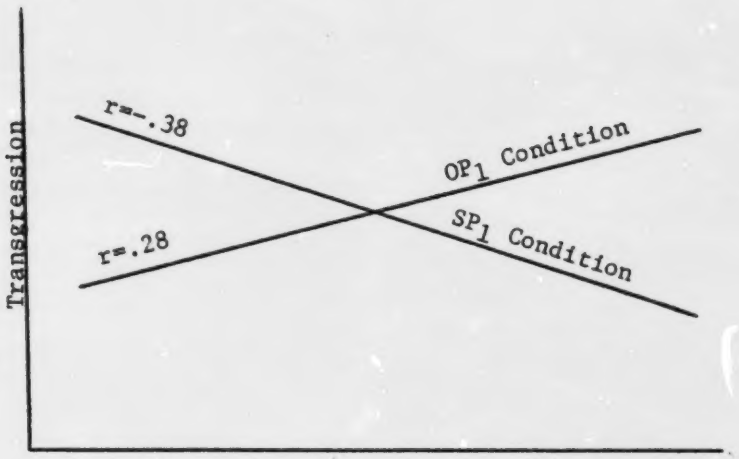

Figure 1. Relationship of Need for Approval with Occasion 1 Transgression under Two Incentive Conditions (SP_1 vs OP_1)

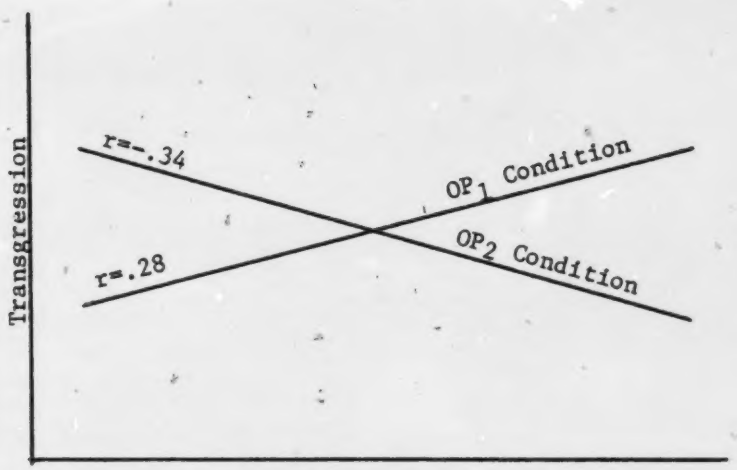

Figure 2. Relationship of Need for Approval with Occasion 1 and 2 Transgression for Other-Prize (OP_1 vs OP_2)

TABLE 1

FREQUENCIES, PERCENTAGES, AND X^2 TESTS COMPARING PROPORTIONS OF RESISTANCE AND TRANSGRESSION ON TWO OCCASIONS UNDER CONTRASTING INCENTIVE CONDITIONS

Incentive Condition and Sequence		Occasion 1 N	Occasion 1 %	Occasion 2 N	Occasion 2 %	X^{2a}
SP_1-OP_2	Resist	16	57	17	61	
	Transgression	12	43	11	39	
						1.00
OP_1-SP_2	Resist	22	73	14	47	
	Transgression	8	27	16	53	
						6.13*
X^{2b}		1.04		—		—

* $p<.05$

a X^2 Test of response changes (McNemar, 1955).

b X^2 Test for independence, with Yates correction for continuity (McNemar, 1955)

TABLE 2

PATTERNS OF SIMILARITY AND CHANGE WITHIN THE EXPERIMENTAL CONDITIONS

Incentive Condition and Sequence	Occasion 1	Occasion 2	N	%
SP_1-OP_2	Resist	Resist	16	57
	Transgression	Transgression	11	39
	Resist	Transgression	0	0
	Transgression	Resist	1	4
			28	
OP_1-SP_2	Resist	Resist	14	47
	Transgression	Transgression	8	27
	Resist	Transgression	8	27
	Transgression	Resist	0	0
			30	

TABLE 3

MEANS AND STANDARD DEVIATIONS OF APPROVAL

MOTIVE (MC-SD) AND TRANSGRESSION SCORES

Incentive Condition and Sequence		Approval Motive (MC-SD)		Occasion 1 Transgression Score		Occasion 2 Transgression Score	
	N	M	SD	M	SD	M	SD
SP_1-OP_2	28	17.0	4.8	25.5	3.8	27.0	7.5
OP_1-SP_2	30	16.7	4.9	24.4	3.4	27.9	7.5

TABLE 4

F - TESTS FOR COMPARISONS OF TRANSGRESSION MEANS AND SLOPES AMONG CONTRASTING INCENTIVE CONDITIONS AND/OR TREATMENT SEQUENCES

	df	F	P
SP_1 vs OP_1			
Means	1, 56	1.4	ns
Slopes[a]	1, 54	6.7	<.05
Adjusted Means[b]	———	—[c]	—
SP_1 vs SP_2			
Means	1, 56	2.1	ns
Slopes	1, 54	1.7	ns
Adjusted Means	1, 55	2.2	ns
OP_1 vs OP_2			
Means	1, 56	2.9	ns
Slopes	1, 54	5.7	<.05
Adjusted Means	———	—[c]	—
SP_1 OP_1 vs SP_2 OP_2			
Occasion Means (1 vs 2)	1, 56	14.5	<.001
Occasion X Conditions	1, 56	2.2	ns

[a] Comparison of slopes of Transgression Scores with MC-SD

[b] Comparison of Transgression Means with MC-SD Scores covaried out

[c] ANCOVA F test not appropriate because slopes were not paralleled (dashes shown where F test for means was inappropriate.)

TABLE 5

CORRELATIONS AMONG APPROVAL MOTIVE (MC-SD)

AND TRANSGRESSION SCORES
TRANSGRESSION SCORES

Incentive Condition and Sequence	N	Approval Motive with Transgression 1	Approval Motive with Transgression 2	Transgression 1 with Transgression 2
SP_1-OP_2	28	$r = -.38^{**}$	$r = -.34^{a}$	$r = .84^{****}$
		$r_b = -.55^{***}$	$r_b = -.60^{b}$	$r_t = .99^{****}$
OP_1-SP_2	30	$r = .28^{*}$	$r = .09$	$r = .80^{****}$
		$r_b = .59^{***}$	$r_b = .00$	$r_t = .90^{****}$

* p<.10 one tailed test
** p<.05 one tailed test
*** p<.01 one tailed test
**** p<.001 one tailed test

[a] p<.10 two tailed test
[b] p<.01 two tailed test

TABLE 6

Regression Analysis of Occasion 1 Transgression Scores With Incentives, Social Desirability, and Interaction

Source	df	Total SS	MS	F	% of Variance
Incentive Condition (I)	1	17.6	17.6	1.5	2.3
Approval Motive (A)	1	1.6	1.6	—	.2
Interaction (A x I)	1	79.6	79.6	6.7*	10.8
Error (Residual)	54	639.1	11.8	—	86.6
Total	57	737.9			100.

* $p<.05$